



# HQ Air Force Personnel Center



# Enlisted Retention



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**AFPC/DPPAER**



# HQ Air Force Personnel Center

AFPC/DPPAER  
DSN 665-2090

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[http://www.afpc.randolph.af.mil/enlskills  
/ Reenlistments/reenlistments.htm](http://www.afpc.randolph.af.mil/enlskills/Reenlistments/reenlistments.htm)

AFI 36-2606

# Overview

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- CJR
- SRB
- Reenlistment Program
- Leave Settlement

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# Career Job Reservation Program

## CJR Application Windows

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- CJR program was reinstated on 1 May 2004
- All first term Airmen must have a CJR to reenlist
- 29 overmanned AFSCs are on the AFSC constrained list—Airmen must compete for available CJR
  - If they do not receive a CJR, they must retrain or separate

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- CJR windows

- 4 year enlistee - 1st day of 35<sup>th</sup> month from Date of Enlistment (DOE) through last day of 43<sup>rd</sup> month from DOE
- 6 year enlistee - 1<sup>st</sup> day of 59<sup>th</sup> month from DOE through last day of 67<sup>th</sup> month from DOE
- National Call to Service (NCS) enlistees: 1st day of 35<sup>th</sup> month from DOE through last day of 38<sup>th</sup> month from DOE
- Members not issued a CJR may retrain if eligible or they will separate on their DOS

# Constrained AFSCs

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- CONSTRAINED AFSCS, EFFECTIVE 1 MAY 04
- 1C3X1 Command Post
- 1C6X1 Space Systems Operations
- 1W0X1 Weather
- 2A0X1B Avionics Test Station and Components Avionics Systems F-15
- 2A0X1D Avionics Test Station and Components Electronic Warfare Systems, all helicopters and aircraft
- 2A3X1C A-10, F-15, and U-2 Avionics Systems Communications, Navigation and Penetration Aids
- 2A5X1J Aerospace Maintenance C-5/C-9/C-12/C-17/C-20/C-21/C-22/C-26/C-27/C-130/C-141/T-39/T-43
- 2A5X1K Aerospace Maintenance B-1/B-2/B-52
- 2A5X1L Aerospace Maintenance All C-135/C-18/E-3/E-4/KC-10/VC-25/VC-137

# Constrained AFSC (Cont)

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- 2A5X2 Helicopter Maintenance
- 2A5X3A Integrated Avionics Systems, Communication, Navigation, and Mission
- 2A5X3B Integrated Avionics Systems, Instruments and Flight Controls
- 2A6X1B Aerospace Propulsion, Turboprop, and Turboshaft Propulsion
- 2A6X2 Aerospace Ground Equipment
- 2E0X1 Ground Radar Systems
- 2M0X2 Missile and Space Systems Maintenance
- 2M0X3 Missile and Space Facilities
- 2R0X1 Maintenance Management Analysis
- 2T3X1 Special Purpose Vehicle and Equipment Maintenance



# Constrained AFSC (Cont)

**AFPC**



- 2T3X5 Vehicle Body Maintenance
- 2W1X1 Aircraft Armament Systems
- 3C2X1 Communications – Computer Systems Control
- 3E0X1 Electrical Systems
- 3E0X2 Electrical Power Production
- 3E1X1 Heating, Ventilation, Air Conditioning, and Refrigeration
- 3E2X1 Pavements and Construction Equipment
- 3E3X1 Structural
- 3E4X3 Environmental Controls
- 3E6X1 Operations Management

# Jul 04 CJR stats

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## ● Jul 04 CJR Board Results

- 1316 Applied
- 11 AFSCs authorized 1 quota each; 11 CJRs issued
- 1259 FTA did not receive a CJR but are still in their window
  - Will compete each month until they are out of their window (5 months prior to DOS)
- 46 FTA did not receive a CJR and are outside their window
  - Must Retrain or separate on their DOS

# CJR Policy Changes



- Policy changes to AFI 36-2606 effective 1 May 2004
- Table 4.1, Rule 28 (Best Interest of the Air Force).  
Request for a 12 month Personal Convenience  
Extension reason has been eliminated from this rule.
  - Airmen can request a Best Interest of the Air Force extension, just not for personal reasons
- Upon approval of a CJR, FTA can request immediate reenlistment instead of waiting until they are within 3 months of their expiration of term of service (ETS).  
(Second term/Career Airmen must wait)
  - Prior to 1 May, FTA had to be within 3 months of ETS

## CJR Policy Changes (Cont)



- Paragraph 1.14.4 "Rank Order" has been changed to read: UIF, top 3 EPRs, grade, projected grade, DOR, TAFMSD, DOB
  - Order changed so quality factors would be considered first
- Wing/senior host commander CJR override requests may not be requested. However, wing/senior host commanders may request an exception to policy for RARE instances and only if the member meets criteria outlined in AFI 36-2606, Para 1.15.1. This authority may not be delegated.
  - AFPC/CC is the approval/ disapproval authority.



- From 1 May 2004 to 25 July 2004, CJRs expired on ETS
  - This led to inequities to members stationed overseas (some were unable to apply for retraining since the retraining window was 15-9 months prior to DEROS)
- After 26 July, CJRs expire upon member's DOS
  - If member enters an extension, CJR will expire on member's new DOS

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# Selective Reenlistment Bonus (SRB)

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- Reasons AFSCs are selected for SRBs
  - Reenlistment objective shortfalls
  - Manning shortages
  - Training investment and replacement cost
  - Expected improvement in retention
- AF/DPLFA selects AFSCs for the SRB list with inputs from:
  - AFSC functional managers
  - MAJCOMs

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# Selective Reenlistment Bonus (SRB)

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- SRB review occurs at least once a year
- Last SRB list changed 30 Apr 04; went from 144 AFSCs receiving SRBs to 62
- To compute SRB amount:
  - 1 month base pay x multiple x years reenlisting

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# Selective Reenlistment Bonus (SRB)

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- 3 SRB Zones
  - Zone A 17 months to 6 years
  - Zone B 6 to 10 years TIS
  - Zone C 10 to 14 years TIS

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# Selective Reenlistment Bonus (SRB)

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- Current SRB cap is \$60,000 per zone (not per career)
- By law USC Title 37, SRB cannot be paid for service beyond 16 years (this is not waivable as it is law)
  - Airmen receive all payments prior to 16 years TIS
  - Member must reenlist prior to reaching 14 years to be eligible

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# Selective Reenlistment Bonus (SRB)

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- SRBs only paid for continued service in SRB skill
  - There are instances where Airmen can receive an SRB and not work in the SRB skill.
  - For example, an Airman is approved for TI duty and assignments updates an SRB waiver code--the Airman continues receiving the bonus
  - Rationale: TI's special duty assignment is in the Best Interest of the Air Force
- SRB monies cannot be voluntarily returned
  - Member cannot reenlist and "choose" not to accept bonus; i.e. to accept commissioning or special duty

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# Selective Reenlistment Bonus (SRB)

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- Airmen are not permitted to return their bonus--it defeats the purpose of the SRB program (retain airman in the SRB AFSC)
- Minimum term of reenlistment is 3 years
  - New DOS must extend beyond current SRB zone
  - The 3 year reenlistment or extension is based on law, Title 37.
- Airmen can receive only one SRB per Zone, however, they can receive two different SRB payments at the same time

# Selective Reenlistment Bonus (SRB)

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- SRB only paid for additional years reenlisting; not paid for any current obligated service
  - If an Airman reenlists before entering an extension, that time is considered obligated service and they do not receive SRB for that time
- Once an extension has been completed, it can not be canceled unless the reason for the extension no longer exists
- Discharge date determines entitlement
  - Discharge date is the date before reenlisting
  - Be aware of promotion and reenlistment on same day
- Reenlistment date determines zone/multiple

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# SRB Termination and Recoupment

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- Termination/recoupment are inseparable
  - SRB is terminated/recouped if the airman is disqualified for duty in the AFSC for cause
  - Commander's often call asking to terminate a bonus but not to recoup. That's not an option. Either it's both or neither
- Early separation
  - SPD code (separation code) determines recoupment
  - If an airmen separates early, his SPD code on the 214 will determine termination/recoupment

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# Reenlistment

# Reenlistment

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- 1st term airman
  - Must have approved CJR
- 2nd term/career airman
  - Within 3 months of ETS OR
  - Requires service directed retainability
  - Otherwise eligible for reenlistment
- There are no waivers that will allow a member to reenlist early “just because”

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# Reenlistment

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- Must exceed current DOS
- Airmen must retire the 1<sup>st</sup> day of the month after their HYT. This only applies to retirement eligible airmen not SrA.
  - SrA separate on HYT, not the month after
- Oath administered by
  - A commissioned officer
  - Retired commissioned officer
  - Public servant empowered to administer oaths

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## Reenlistment Codes

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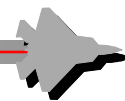
- Reenlistment code 4E cannot be waived by commander to allow a member enough time to obtain a CJR and reenlist
- Very few Airmen with an RE Code 4E will be allowed to remain in the Air Force and reenlist
- DOS Rollback is based on RE codes; this program is owned by Separations, not by Reenlistments
  - If Airmen does not have an RE code listed in the DOS rollback message, they cannot be separated under DOS rollback unless an ETP is granted by AFPC Separations office

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# Reenlistment Program

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- Reenlistment program changed 5 June 2001
- 29 days or less obligated service
  - Airmen may reenlist for 4,5, or 6 years
- 30 days - 12 months of obligated service
  - Airmen may only reenlist for 4 or 5 years
- 13 - 24 months of obligated service
  - Since remaining obligated service is in excess of 12 months, member can only reenlist for 4 years
- 25 - 36 months of remaining obligated service
  - Airmen can only reenlist for 3 years

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# Leave Settlement



- Not intended to be source of financial gain
  - Persistent misconception--leave is a cash benefit
  - Leave was meant to be taken not sold. Selling leave may give the misperception we're authorized more than we can use and 60 days is too much to have
- Public Law 106-65, Section 671
  - Enter into 1st extension by enlistment
  - As of 5 Oct 99, leave settlement effective upon any reenlistment, regardless when your ETS is
    - Prior to Oct 99 we could only sell leave if you reenlisted within 3 months of your DOS

# Leave Settlement

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- Leave settlement documented on AF FM 1089 or locally devised form
  - Changes not allowed after reenlistment/entry into extension
  - Exceptions may be allowed in case of miscounseling

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# Leave Settlement

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- Authorized to sell 60 days per career
  - Effective 10 Feb 76
- Must be honorably discharged
- Payment for basic pay only
  - BAS/BAH excluded
- Subject to taxation

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# Questions